

# KSAT-TV

## EEO PUBLIC FILE REPORT

**April 1, 2017 - April 2, 2018**

KSAT-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, KSAT-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Maintenance Engineer	1, 3-8, 12-14, 16-19, 21, 23-28, 30-32, 34, 36-39, 41-44, 46-48, 51-54	21
Producer	1-8, 12-19, 21, 23-28, 30-32, 34, 36-39, 41-44, 46-48, 50-54	15
Video Journalist	1-8, 11-14, 16-19, 21, 23-32, 34, 36-39, 41-44, 46-48, 50-54	11
Digital Curator	1, 3-8, 12-14, 16-19, 21, 23-28, 30-32, 34, 36-39, 41-44, 46-48, 50-54	21
Trainee	1, 3-8, 10, 12-14, 16-19, 21, 23-28, 30-32, 34, 36-44, 46-48, 50-54	10
Editor	1, 3-8, 10, 13-19, 21, 23-28, 30-32, 34, 36-39, 41-44, 46-48, 50-54	21
Digital Sales Coordinator	1, 3-8, 12-14, 16-19, 21-28, 30-32, 34, 36-39, 41-43, 46-48, 50-54	22
Video Journalist	2, 21, 49	2
Television News Video Journalist	21, 33	21
Sports Producer Trainee	1, 3-8, 13-14, 16-19, 21, 23-28, 30-32, 34, 36-39, 41-44, 46-48, 50-54	21
Assignment Associate	1, 3-10, 12-19, 21, 23-28, 30-32, 34, 37-39, 41-44, 46-48, 50-54	9
Sales Assistant	1, 3-8, 13-21, 23-28, 30-32, 34, 37-39, 41-54	20
Sales Assistant	15, 21	15
Producer	21	21
Business Manager	35, 40	35
Digital Content Creator	21-22	22
Station Traffic Specialist	1, 3-8, 12-19, 21, 23-28, 30-32, 34, 37-39, 41-43, 46-48, 50-54	15
Television Maintenance Technician	15	15
Photographer	15, 21	15
Investigative Executive Producer	1, 3-10, 13-14, 16-19, 21, 23-28, 30-32, 34, 37-39, 41-44, 46-48, 50-54	9

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - April 2, 2018**

KSAT-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, KSAT-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Reporter	2, 21, 45	2
Executive Producer II	1, 3-9, 13-19, 21, 23-28, 30-32, 34, 37-39, 41-44, 46-48, 50-55	9

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2017 - April 2, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Chamber of Commerce 1717 N. Loop 1604 East #220 San Antonio, Texas 78232 Phone : 210-490-1624 Url : <a href="http://www.aaccsa.com">http://www.aaccsa.com</a> Email : <a href="mailto:blackchamber@aol.com">blackchamber@aol.com</a> Lou Miller	N	0
2	Agency Referral	N	6
3	Alamo City Chamber of Commerce 600 Hemisfair Plaza Way, #406-10 San Antonio, Texas 78205 Phone : 210-226-9055 Url : <a href="http://www.aachamber.org">http://www.aachamber.org</a> Valerie Toler Manual Posting	N	0
4	Alamo Transition Center 800 Quintana Road San Antonio, Texas 78211 Career Services Manual Posting	N	0
5	BCOIC 1122 S. WW White Road San Antonio, Texas 78220 Phone : 210 333-8384 Email : <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> Fax : 1-210-359-8748 Willie Clark	N	0
6	Broadcast Cable Financial Management Texas Url : <a href="http://www.bcfm.com">http://www.bcfm.com</a> Career Services Manual Posting	N	0
7	California Chicano News Media Association California Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Career Services Manual Posting	N	0

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2017 - April 2, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Career Services, Trinity University 715 Stadium Drive, #78 San Antonio, Texas 78212 Phone : 210 999-8321 Url : <a href="http://www.trinity.edu">http://www.trinity.edu</a> Email : <a href="mailto:careerservices@trinity.edu">careerservices@trinity.edu</a> Fax : 1-210-999-7493 Samantha Jones	N	0
9	Current Employee	N	3
10	Did not indicate (Source Unknown)	N	4
11	E-mail Inquiry	N	1
12	Easter Seal Rehab Center 2203 Babcock San Antonio, Texas 78229 Phone : 210 614-3911 Url : <a href="http://www.easterseals.com">http://www.easterseals.com</a> Fax : 1-210-616-0443 Carlos Medina	N	0
13	Easter Seals Society 2203 Babcock Road San Antonio, Texas 78229 Phone : 210 614-3911 Url : <a href="http://www.easterseals.com">http://www.easterseals.com</a> Carlos Medina Manual Posting	N	0
14	Eastern New Mexico University Station 24 Portales, New Mexico 88130 Phone : 575 562-2211 Url : <a href="http://www.enmu.edu">http://www.enmu.edu</a> Email : <a href="mailto:rickie.bonner@enmu.edu">rickie.bonner@enmu.edu</a> Fax : 1-575-562-2215 Lucy Wilson	N	0
15	Employee Referral	N	11

# KSAT-TV

## EEO PUBLIC FILE REPORT

April 1, 2017 - April 2, 2018

### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Epilepsy Foundation of Central & South Texas 10615 Perrin Beitel Rd. #602 San Antonio, Texas 78217 Phone : 210 653-5353 Url : <a href="http://www.epilepsyfoundation.org">http://www.epilepsyfoundation.org</a> Email : <a href="mailto:miriam@efcst.org">miriam@efcst.org</a> Fax : 1-210-653-5355 Miriam -	N	0
17	Goodwill Industries - Job Help Center 2902 Goliad Road San Antonio, Texas 78221 Phone : 210 924-8581 Url : <a href="http://www.goodwill.org">http://www.goodwill.org</a> Email : <a href="mailto:nwatson@goodwillsa.org">nwatson@goodwillsa.org</a> Fax : 1-210-924-3011 Nelly Watson	N	0
18	Graham Media Group Texas Email : <a href="mailto:careers@grahammedia.com">careers@grahammedia.com</a> Career Services	N	0
19	Hispanic Chamber of Commerce 200 E Grayson #203 San Antonio, Texas 78215 Phone : 210-225-0462 Url : <a href="http://www.sahcc.org">http://www.sahcc.org</a> Email : <a href="mailto:AlisaG@sahcc.org">AlisaG@sahcc.org</a> Polet Figueroa	N	0
20	Indeed.com	N	1
21	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Phone : 210-351-1200 Url : <a href="http://ksat.com">http://ksat.com</a> Station Website Manual Posting	N	19
22	Linked In	N	4
23	Medialine California Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Career Services Manual Posting	N	0

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2017 - April 2, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
24	Medill News Service 1325 G Street, NW, #730 Washington, District of Columbia Phone : 202 347-8700 Url : <a href="http://www.medillnewsdc.com">http://www.medillnewsdc.com</a> Email : <a href="mailto:m-coffman@northwestern.edu">m-coffman@northwestern.edu</a> Fax : 1-202-662-1847 Ms. Mary Coffman	N	0
25	Mexican American Unity Council 2300 W. Commerce St. San Antonio, Texas 78207 Phone : 210-978-0500 Url : <a href="http://www.mauc.org/">http://www.mauc.org/</a> Email : <a href="mailto:dhernandez@mauc.org">dhernandez@mauc.org</a> Job Svc. Rep.	N	0
26	NAACP Barbara Jordan Community Center 2803 E. Commerce St. San Antonio, Texas 78203 Phone : 210 224-9222 Url : <a href="http://www.naacp.org/">http://www.naacp.org/</a> Email : <a href="mailto:satxnaacpjobbank@gmail.com">satxnaacpjobbank@gmail.com</a> Fax : 1-210-476-0989 NAACP Job Bank	N	0
27	National Association of Hispanic Journalists National Press Bldg., #1193 Washington, District of Columbia 20045 Phone : 202 662-7145 Url : <a href="http://www.hahj.org">http://www.hahj.org</a> Anna Lopez Manual Posting	N	0
28	National Diversity Newspaper Job Bank Texas Url : <a href="http://www.newsjobs.com">http://www.newsjobs.com</a> Career Services Manual Posting	N	0
29	Non-Employee Referral	N	1
30	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2017 - April 2, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
31	Northside Independent School District 5900 Evers Road San Antonio, Texas 78238 Phone : 210-397-8500 Url : <a href="http://www.nisd.net/">http://www.nisd.net/</a> Attn: Human Rrs. Manual Posting	N	0
32	Northwest Vista College 3535 N. Ellison Dr. San Antonio, Texas 78251 Phone : 210-486-4127 Url : <a href="http://www.alamo.edu/nvc/students/cats/employers_u">http://www.alamo.edu/nvc/students/cats/employers_u</a> Email : <a href="mailto:dabrams3@alamo.edu">dabrams3@alamo.edu</a> Fax : 1-210-486-9113 Doreen Abrams	N	0
33	Not Available	N	1
34	Penn State University College Communications 205 Carnegie Building University Park, Pennsylvania 16802 Phone : 814 865-2377 Url : <a href="http://www.psu.edu/">http://www.psu.edu/</a> Email : <a href="mailto:oci@sa.psu.edu">oci@sa.psu.edu</a> Fax : 1-814-863-8044 Joseph Selden	N	0
35	Previous Applicant	N	1
36	SAHA - San Juan Homes Road Center 300 Gente Walk San Antonio, Texas 78207 Phone : 210-223-2889 Url : <a href="http://www.saha.org">http://www.saha.org</a> Email : <a href="mailto:jarmendariz@narpgroup.com">jarmendariz@narpgroup.com</a> Fax : 1-210-223-9814 Jessica Armendariz	N	0
37	SAILS 1028 S Alamo San Antonio, Texas 78210 Phone : 210 281-1878 Url : <a href="http://www.sailstx.org/">http://www.sailstx.org/</a> Email : <a href="mailto:mrangarajan@sailstx.org">mrangarajan@sailstx.org</a> Fax : 1-210-281-1759 Mallika Rangarajan	N	0

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2017 - April 2, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
38	Spots N Dots Texas Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Career Services Manual Posting	N	0
39	St. Phillips College SER TX Workforce Center 800 Quintana Road, BLD 3020 San Antonio, Texas 78211 Phone : 210 486-2397 Url : <a href="http://www.alamo.edu/spc/">http://www.alamo.edu/spc/</a> Email : <a href="mailto:spc-careerservices@alamo.edu">spc-careerservices@alamo.edu</a> Career Services	N	0
40	Station Website	N	2
41	Texas Association of Broadcasters Texas Url : <a href="http://www.tab.org">http://www.tab.org</a> Career Services Manual Posting	N	0
42	Texas Rehabilitation Commission 8610 Broadway St., Ste. 310 San Antonio, Texas Career Services Manual Posting	N	0
43	Texas State University Career Services 601 University Drive San Marcos, Texas 78666 Phone : 512 245-2645 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Email : <a href="mailto:careerservices@txstate.edu">careerservices@txstate.edu</a> Fax : 1-512-245-3993 Victoria Hinojosa	N	0
44	The Leadership Institute 1101 N. Highland St. Arlington, Virginia 22201 Phone : 703 247-2000 Url : <a href="http://www.leadershipinstitute.org">http://www.leadershipinstitute.org</a> Email : <a href="mailto:amccarthy@limail.us">amccarthy@limail.us</a> Fax : 1-703-247-2001 Andrea McCarthy	N	0
45	Trade Website	N	2



**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2017 - April 2, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
46	TVB Texas Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Career Services Manual Posting	N	0
47	TVJOBS.COM North Carolina Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Career Services Manual Posting	N	0
48	University Incarnate Word 6301 Broadway San Antonio, Texas 78209 Phone : 210 829-3931 Url : <a href="http://www.uiw.edu/">http://www.uiw.edu/</a> Email : <a href="mailto:careers@uiwtx.edu">careers@uiwtx.edu</a> Fax : 1-210-829-6094 Larry Rodriguez	N	1
49	Unknown Referral Source	N	2
50	UTSA Career Center 6900 N. Loop 1604 San Antonio, Texas 78249 Phone : 210 458-4780 Url : <a href="http://www.utsa.edu">http://www.utsa.edu</a> Email : <a href="mailto:careerservices@utsa.edu">careerservices@utsa.edu</a> Maureen Wilson	N	0
51	WDIV 550 W Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Email : <a href="mailto:angelas@wdiv.com">angelas@wdiv.com</a> Angela Satizabal-Rifai	N	0
52	WJXT TV4 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Url : <a href="http://www.news4jax.com">http://www.news4jax.com</a> Email : <a href="mailto:kbarnard@wjxt.com">kbarnard@wjxt.com</a> Fax : 1-904-391-1655 Keira Barnard	N	0

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2017 - April 2, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
53	WORK IN TEXAS Texas Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Career Services Manual Posting	N	0
54	WPOnet 180 N LaSalle Chicago, Illinois Url : <a href="https://essghconnect.net">https://essghconnect.net</a> Inter-company website Manual Posting	N	0
55	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>59</b>

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - April 2, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2017	Participation in events sponsored by community groups	Stars Over TMI - Emceed for this annual fundraiser gala for Texas Military Institute	1	Anchor
2	4/2/2017	Participation in events sponsored by community groups	Catholic Daughters of America luncheon and style show - Emceed the event	2	Anchor Anchor
3	4/8/2017	Participation in events sponsored by community groups	San Antonio Book Festival - The San Antonio Book Festival (SABF) celebrates national and local authors and their contributions to the culture of literacy, ideas, and imagination. The free, daylong event is a gift to visitors and the citizens of San Antonio, bringing books to life through author presentations, innovative panel discussions, recipe demonstrations, and book sales and signings. Also included in this fun day of literary entertainment are family activities such as children's theater performances, a technology area, interactive play and art stations, and a selection of the city's famous food trucks. SABF offers learning experiences for readers of all ages and interests	2	Special Events Business Mgr
4	4/13/2017	Participation in events sponsored by community groups	Talked to school kids about weather, they asked questions that were recorded and aired on TV.	1	Meteorologist
5	4/25/2017	Participation in events sponsored by community groups	Salvation Army Senior Festival - served as celebrity judge for the senior citizens participating in this Fiesta event.	1	Weather
6	4/26/2017	Participation in events sponsored by community groups	Early childhood literacy day - Read stories to children at First Presbyterian Day care and gave out KSAT Fiesta medals, coloring books and KSAT bags to children	1	Photographer
7	5/6/2017	Participation in events sponsored by community groups	Rose and Races Gala	1	Anchor
8	5/26/2017	Participation in events or programs sponsored by educational institutions	Keynote speaker at commencement ceremony - Delivered the keynote address to graduating seniors at Robstown Early College High School. Speech included personal anecdotes and other pieces of advice for the future.	1	Anchor

# KSAT-TV

## EEO PUBLIC FILE REPORT

April 1, 2017 - April 2, 2018

### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	7/4/2017	Sponsorship of events in the community designed to increase public awareness	July 4th in Leon Valley - Participated in event to promote the community event and KSAT via on-air and at KSAT booth	4	Creative Services Dir Business Manager Special Events Anchor
10	7/11/2017	Participation in events sponsored by community groups	Career Night - University of Phoenix Spoke to a group of business students about the TV news career field, showed them examples of my work and answered questions.	1	Reporter
11	7/31/2017	Participation in events sponsored by community groups	Talked to elementary school students about weather. They asked questions that were aired on TV.	1	Meteorologist
12	9/1/2017	Provision of training to management	Compliance Training The required compliance training will roll out this week and is due before Friday, September 8, 2017. Training includes:  <ul style="list-style-type: none"> <li>• Ethics and Our Code or Ethical Leadership (for managers*)</li> <li>• GH Information Security &amp; Privacy</li> <li>• GH Harassment and Discrimination Awareness</li> </ul> *Managers, you will also be notified by the Graham Holdings' Audit team about a separate requirement to complete the annual Code of Business conduct and Conflicts of Interest Policy Certification process.	5	GM News Director GSM Dir of Tech
13	9/6/2017	Participation in Job Fairs	Excellence in Journalism Conference - Met with prospective applicants and reviewed their work for potential employment.	3	News Director Executive Producer Producer
14	10/13/2017	Participation in events sponsored by community groups	Student career guidance - Spoke with a local college student about the realities of TV news. Offered her information on that the job entails and what steps she can take to carve out a career in television.	1	Reporter
15	11/3/2017	Participation in events sponsored by community groups	Student career counseling - Met with a UTSA student offering her inside information on the TV news business. I explained my job duties and the importance of TV news.	1	Reporter

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - April 2, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
16	11/7/2017	Participation in events or programs sponsored by educational institutions	STEM Day - Presented a "day in the life of a meteorologist" to educate low-income students about STEM opportunities in the field of meteorology.	1	Weather
17	11/8/2017	Participation in events sponsored by community groups	Career day at Dwight Middle School - Discussed all the behind the scenes things I do on a daily basis as a KSAT Engineering Director.	1	Director
18	11/11/2017	Participation in events sponsored by community groups	Texas Association of Broadcasters SW Workshop - Took part in a panel and showed examples of reporting on police departments and other KSAT Defenders stories	1	Reporter
19	11/11/2017	Participation in events sponsored by community groups	Festival of Lights - Emceed events on behalf of the Family Services Association.	2	Anchor/Reporter Anchor/Reporter
20	11/16/2017	Participation in events sponsored by community groups	Career day- Brentwood MS Presented a video and spoke to students about my career and other careers at KSAT.	1	Executive Producer
21	11/17/2017	Participation in events sponsored by community groups	Career day at Sara McAndrew Elem. - presented a sizzle reel and spoke to various classes about SA Live	1	Producer
22	11/27/2017	Participation in events sponsored by community groups	Career day - MLK Academy Spoke to students to inspire them to push through their obstacles and show them ways to persevere	1	Reporter
23	12/8/2017	Participation in events or programs sponsored by educational institutions	Interview with SAC student, Brandon Kimak - Answered questions about my career and gave advice on how to be successful in the television industry.	1	REporter
24	12/9/2017	Participation in events sponsored by community groups	Presentation to youth group - Spoke to a group of young mentees who visited Ft Sam Houston on the 100th anniversary of the 13 Buffalo Soldiers event.	1	Reporter
25	12/13/2017	Participation in events sponsored by community groups	Talked to elementary school students about weather, they asked questions that were aired on TV	1	Meteorologist
26	12/14/2017	Participation in events sponsored by community groups	Student Shadow	1	Reporter

# KSAT-TV

## EEO PUBLIC FILE REPORT

April 1, 2017 - April 2, 2018

### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
27	12/14/2017	Participation in events or programs sponsored by educational institutions	Mentor Program - Business Careers High School In this year-long program, I mentor a high school student at BCHS.	1	Executive Producer
28	12/14/2017	Participation in events sponsored by community groups	Women's club of San Antonio Fiesta Hat Contest	1	Anchor
29	1/1/2018	Participation in other activities designed by the station employment unit	Station Tours - The station provides tours to community, school, and other groups. The tour provides informational and educational information about how the station operates and what is required to get a job in the television field	5	News Director Dir of Tech Exec Producer Business Mgt
30	1/1/2018	Establishment of an intern program designed to assist members of the community	The GMG Internship Program augments the educational development of those studying for careers in broadcasting. This is accomplished by creating opportunities for students enrolled in institutions of higher learning to gain experience in a station's day-to-day operations	5	Executive Producer News Director Executive Producer HR Administrator
31	2/2/2018	Participation in events sponsored by community groups	Career Day at Camelot Elementary - spoke to students about the various careers available at KSAT.	1	Asst. News Director
32	2/6/2018	Participation in events sponsored by community groups	Career day at Pearce Middle School - showed students clips of the news and talked about my career and experiences.	1	Executive Producer
33	2/11/2018	Participation in events sponsored by community groups	KSAT donated a gift basket to Holy Redeemer Catholic Church for a silent auction - provided KSAT items in a gift basket for a silent auction.	1	Reporter
34	2/20/2018	Participation in Job Fairs	University of Houston CLASS Career Fair - Met with students and informed them of internships and jobs available at all GMG stations.	1	HR Administrator
35	2/21/2018	Participation in Job Fairs	University of Texas at Austin Comm Job Fair - Informed students about internships and jobs available at all GMG stations.	2	HR Administrator HR Administrator
36	2/22/2018	Participation in events sponsored by community groups	Talked to students about weather, they asked questions that were aired on TV.	1	meteorologist
37	3/2/2018	Participation in events sponsored by community groups	Read Across America at Franklin Elementary - Read to 3rd and 5th grade students	1	Meteorologist

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - April 2, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
38	3/2/2018	Participation in events sponsored by community groups	Read Across America at Pre-K 4 SA West - Read to Pre-K students	1	Meterologist
39	3/3/2018	Participation in events sponsored by community groups	Seton Home fundraiser - Seton Home provides housing, resources, etc to teenage mothers. Emceed their fundraising Gala	1	Anchor
40	3/7/2018	Participation in events sponsored by community groups	School visit - Presentation to students about career in Weather	1	Meteorologist
41	3/7/2018	Participation in events sponsored by community groups	Career Day - Presentation to students about Weather and Meteorology	1	Meterologist